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Message from Union Chair

Hi everyone!

Hope everyone is having a fantastic summer so far.

I would like to take this opportunity to once again thank Veronica Griffin for re-viving the Union Newsletter last Fall, as well as to Zach Foote for continuing on this work.

The Summer Reading Club is always a hit at the branches, and our awesome members have been creating wonderful memories for all the kids and families with all the fun activities, amazing prizes, and our warm friendly smiles.

At the end of July, the Executive had the opportunity to visit all the branches to bring treats of delicious local blueberries, chips, and freezies to everyone, as well as to chat with members we may only have the chance to see in-person once in a blue moon. It was a lovely to see all of you, and we hope to do it again closer to the end of the year.

As always, if you have anything you would like to contribute to our Newsletters, be it a story, book recommendation, or a recipe, please reach out to Zach.

Happy reading!

In solidarity,

Jasper

2025 Meeting Dates

Friday, Sep. 19:

5:30 pm, in-person at
SE

Wednesday, Oct. 15:

9:30 pm on Zoom

Friday, Nov. 21:

5:30 pm, in-person at
FL

no meetings

in July, August, or De-
cember



CUPE402.02
SURREY LIBRARY WORKERS

Scholarships

CUPE 402/402-02 offers several scholarships each year for union members and their dependants.

CUPE 402-02 applicants must be in good standing with the Union (i.e. you must have attended at least one union meeting).

Visit <https://402-02.cupe.ca/resources/scholarships/> for more information and to download the forms.

Forms must be submitted by **September 30** for consideration.



Decoding Your Paycheque: Some common questions and answers by Veronica and Zach

How often do I pay union dues?

You contribute union dues every pay period. Both your pay period and year-to-date contributions can be found in a line item called **Union Due Library**, under the **Before-Tax Deductions** category of your pay stub.

How does the union set the amount payable for dues?

CUPE 402-02 establishes new dues amounts through a motion in either a general or special union membership meeting. Members are notified prior to the meeting that a motion to establish new dues has been put forth. Members that attend the meeting may then vote on the motion.

What is "Success Sharing Incentive Pay?"

The Union and the Library agreed to the **Success Sharing Incentive Plan** in 2023. Under the plan, if Surrey Libraries receives a customer satisfaction rating of 70% or more in a given year, eligible 402-02 members (those continuously employed from January 1 to December 31 of that year OR those who have worked a minimum of 624 hours in the calendar year) receive an extra payout equal to 0.5% of their base pay for that year. Success Sharing Incentive Pay is a lump sum typically paid out in March of the subsequent calendar year.

What is "Union Recoverable?"

If you take time away from work for union business, you may see a **Union Recoverable** line item on your pay stub. The City of Surrey fronts your wages for union-business-related time away, and then the Union reimburses the City for the cost of those wages at a later date (hence the term "Recoverable").

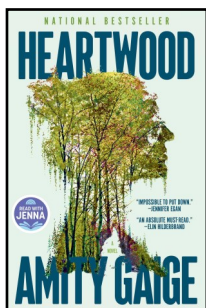
I took a sick day and the line item in my pay stub reads "Sick Leave ESA." What does "ESA" mean?

Sick Leave ESA is sick leave provided to you by the BC Employment Standards Act (ESA). As of 2022, most employers are obliged by law to guarantee a minimum of five days' sick leave to all of their employees. Currently, the Library does not already provide *contractual* sick days to Public Services Clerks, casual employees, or employees working in a temporary position in a casual capacity, so these positions are covered by the ESA sick leave provision.

How frequently do I contribute to Employer Paid Benefits?

You contribute to Basic Life Insurance, Accidental Death & Dismemberment Insurance (AD&D), Extended Health, and Dental every two paycheques. They typically alternate—you'll pay into the former two on one cheque, and then the latter two on the next. If you are enrolled in the Municipal Pension Plan, you contribute to it with each cheque.

Union Goodreads



Heartwood by Amity Gaige

42 year-old nurse Valerie Gillis needs a physical and emotional break. She is hiking the Appalachian Trail when she goes missing, triggering a state-wide search in a race against time.

Heartwood is told from three alternating main points of view: Lt. Bev, the experienced warden state trooper in charge of the search, Lena, a senior

woman and amateur naturalist in a care home, and Valerie herself, recording her thoughts in a journal as she waits for rescue.

It's a deft and heart-pounding balance between the women and the plot, which races along. I was turning pages, alternating between desperation to know how it all ends (will they get to Valerie in time? What happened to her out on the trail?) and moved by the emotional connection I was building to the characters.

—*Veronica*

The Municipal Pension Plan— A smart investment for your future

by Zach

On July 21, the CUPE 402-02 Executive Team attended an informational seminar on the Union's pension plan—the Municipal Pension Plan (MPP). Gary Yee, a national representative for CUPE and a trustee on the BC Municipal Pension Board, provided thorough explanations of who it serves, how it functions, and its strategic vision for the future.

You may have heard of another retirement plan model called a **defined contribution (DC)** plan. Under a typical DC plan, the employee must make executive decisions about how to invest with their own individualized (employee + employer contribution) pension fund. With this type of plan, the employee assumes more risk; if their investments don't pan out or the markets hit hard times when they retire, their pension payouts may be considerably lower than anticipated.

By contrast, **MPP is a *defined benefit (DB)*** plan, which means your contributions and the employer's contributions are pooled into a collective pension fund. (MPP has over 900 employers and more than 470,000 total members enrolled in the plan.) The MPP pension board of trustees uses those contributions to invest in a highly-diversified portfolio that grows the fund steadily. This large pot of assets (approximately \$86 billion as of the end of 2024) better absorbs market fluctuations. In addition, all MPP pension payouts are pegged to a formula, which guarantees every member gets their fair share.

In short, MPP provides a secure, steady baseline for your retirement. Whether you intend to stick around for the foreseeable future or you're keeping your options open, it's a wise idea to enroll. If you have further questions about the plan, visit mpp.pensionsbc.ca or ask your union rep.

Did You Know?

Good of the Union

Do you know a fellow member who is celebrating something special? In need of support or acknowledgement?

Email Zach (cupe40202mal@outlook.com) or let any member of your Union Executive team know, and we'll send the member a card.

Do you have anything you'd like to see in our Fall Newsletter?

Please let Zach or any member of our Executive know. Next issue expected October 2025.

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Semiahmoo

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Newton

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Kelly Kennedy

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Lead Shop Steward:

Amar Bains

Semiahmoo

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Member-at-Large:

Zachary Foote

Collections Services

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Membership Officer:

Aureole Johnstone

Semiahmoo

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Recipe: Mexican Street Corn Dip

2 tablespoons unsalted butter
4 cups corn kernels, frozen, canned or roasted
1 jalapeño, seeded and diced
3 tablespoons mayonnaise
2 tablespoons crumbled cotija (sub feta) cheese
2 tablespoons chopped fresh cilantro leaves
½ teaspoon chili powder
1 clove garlic, pressed
2 tablespoons freshly squeezed lime juice



Melt butter in a large cast iron skillet over medium high heat.

Add corn kernels and jalapeño, and cook, stirring occasionally, until cooked through and slightly charred, about 8-10 minutes.

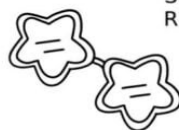
Stir in mayonnaise, cotija, cilantro, chili powder, garlic and lime juice.

Serve immediately, garnished with cilantro, if desired.

Summer Word Search

SUMMER

Word Search



V F M P D K V J F B Y Y R E C T J D V N
O A E D M P S I H S U M M E R P K S L T
V M V H A M M O C K G E N A O P N P C L
R I C E C R E A M T R U C K F O H L J E
S E C D V A T K V M Y N L E U O Q I S M
G C A H G H B D L E D N W K B L A F Y O
N E A D A S A N D W T N C B S B H E Y N
T T O V I L Q V I U A F C O D Y Q G Q A
U C R C E N K I M K B T S A M H R U C D
B S R A A N G P M W A E E T O H X A A E
I S S C M C G M A B E Y A R Z I I R M S
N W C O Q P H E O I M U S C S R O D P T
G I O D N B O I R C N N N K H L J U I A
C M Z J Y H N L N H E T M B F B I Q N N
R M H V U W G F I G U A L B P L A D G D
A I P I C N I C S N V N N O E I O L E L
F N C P K J Y Q Q E Y T N S A N G L A
T G X N M P O P S I C L E S Y B C P L K
S K P S N O R K L I N G L J Z S P H G E
R B D Q U F I S H I N G A R H I K I N G



Send your completed puzzle (with your full name) to Kelly Kennedy to have your name entered into a draw for a \$10 gift card!

Please send your puzzle in by August 30.

BBQ
HIKING
PICNICS
SUMMER
WATERSLIDE
BEACH
CHALK PAINT
SAND
POOL
LIFEGUARD

LEMONADE STAND
GEOCACHING
POPSICLES
CAMPING
FISHING
SNORKLING
OCEAN
TUBING
LAKE

BOAT
TRAMPOLINE
READING
HAMMOCK
ICE CREAM TRUCK
CRAFTS
SWIMMING
SCAVENGER HUNT
BEACH BALL